Army University Education Symposium:

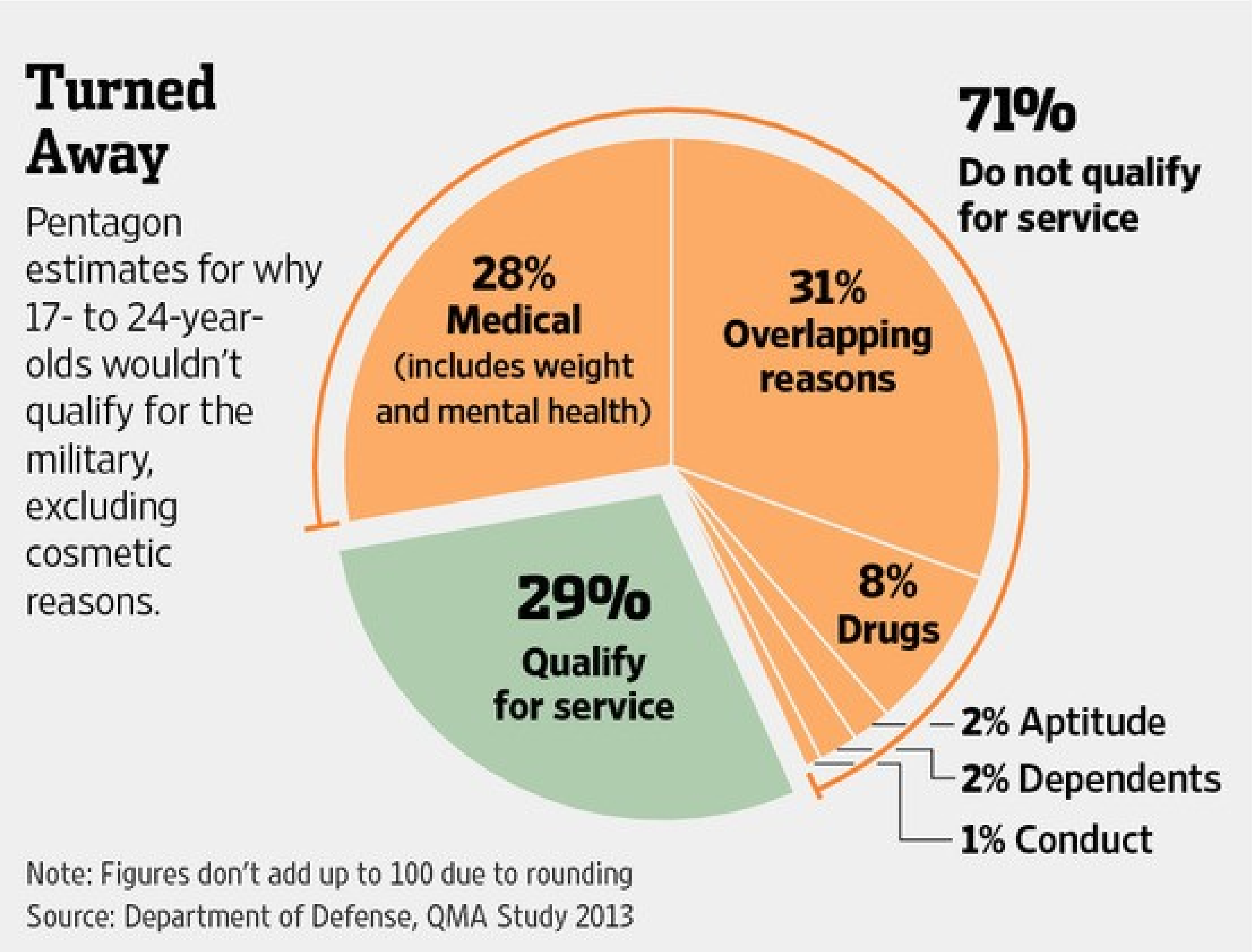
http://armyu.army.mil/December2-3-2015

Mr. Kent Ervin
Chief, Policy and Governance Division, Army University

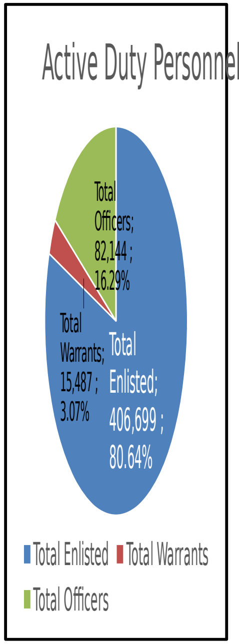
Agenda

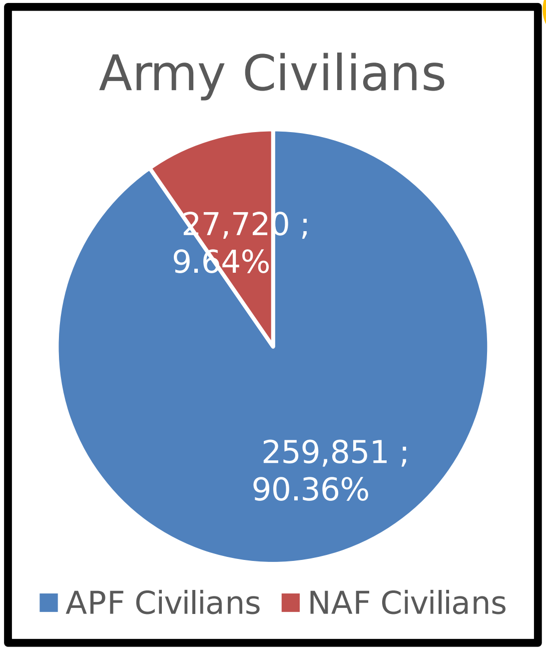
- Who are our students?
- Who is our customer?
- Army Learning Enterprise
  - Schools
  - Process
  - Standardization
- Questions

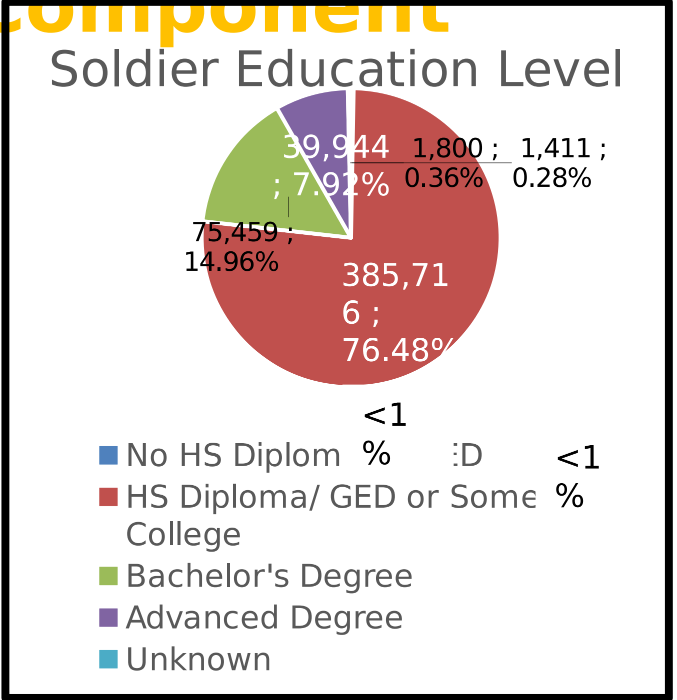
Student Pool

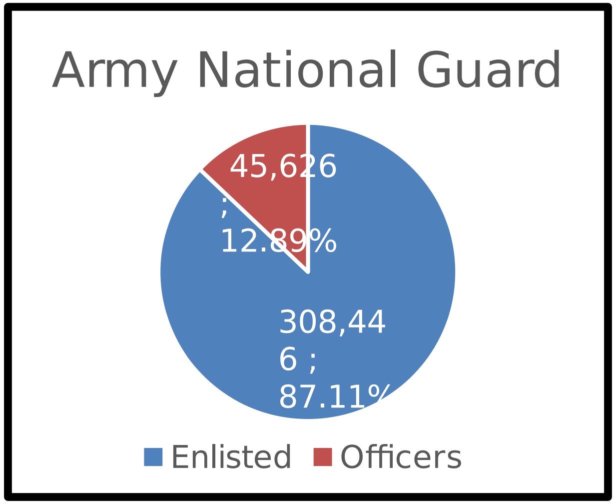


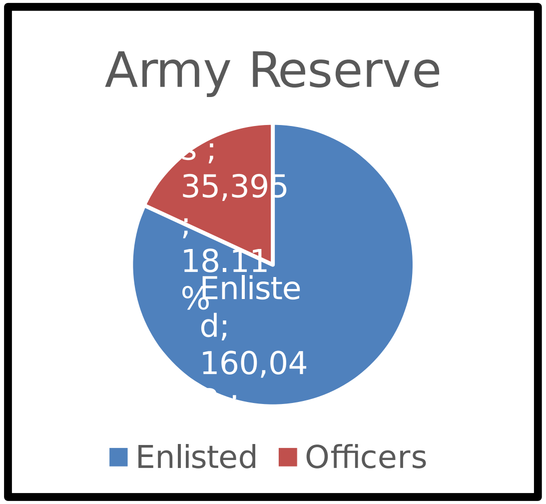
Students by Component

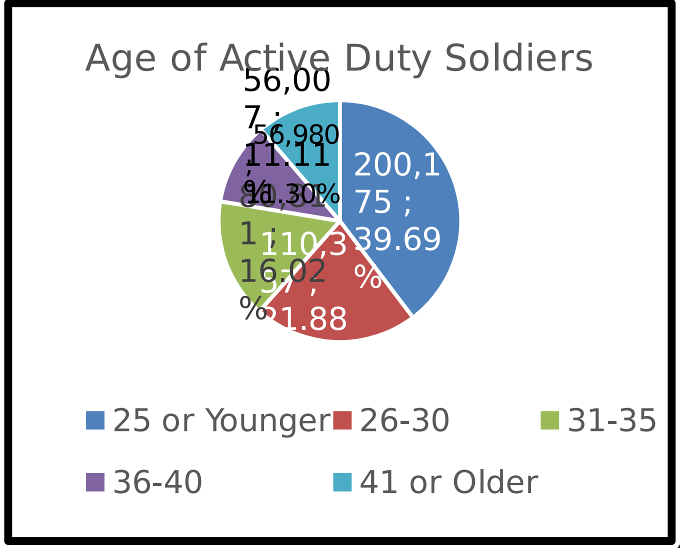












2014 Demographics
PROFILE OF THE MILITARY COMMUNITY
Office of the Deputy Assistant Secretary of Defense (Military Community and Family Policy)

Our Customer

Army's Mission

The mission of the United States Army is to fight and win the Nation's wars through prompt and sustained land combat, as part of the joint force. We do this by—

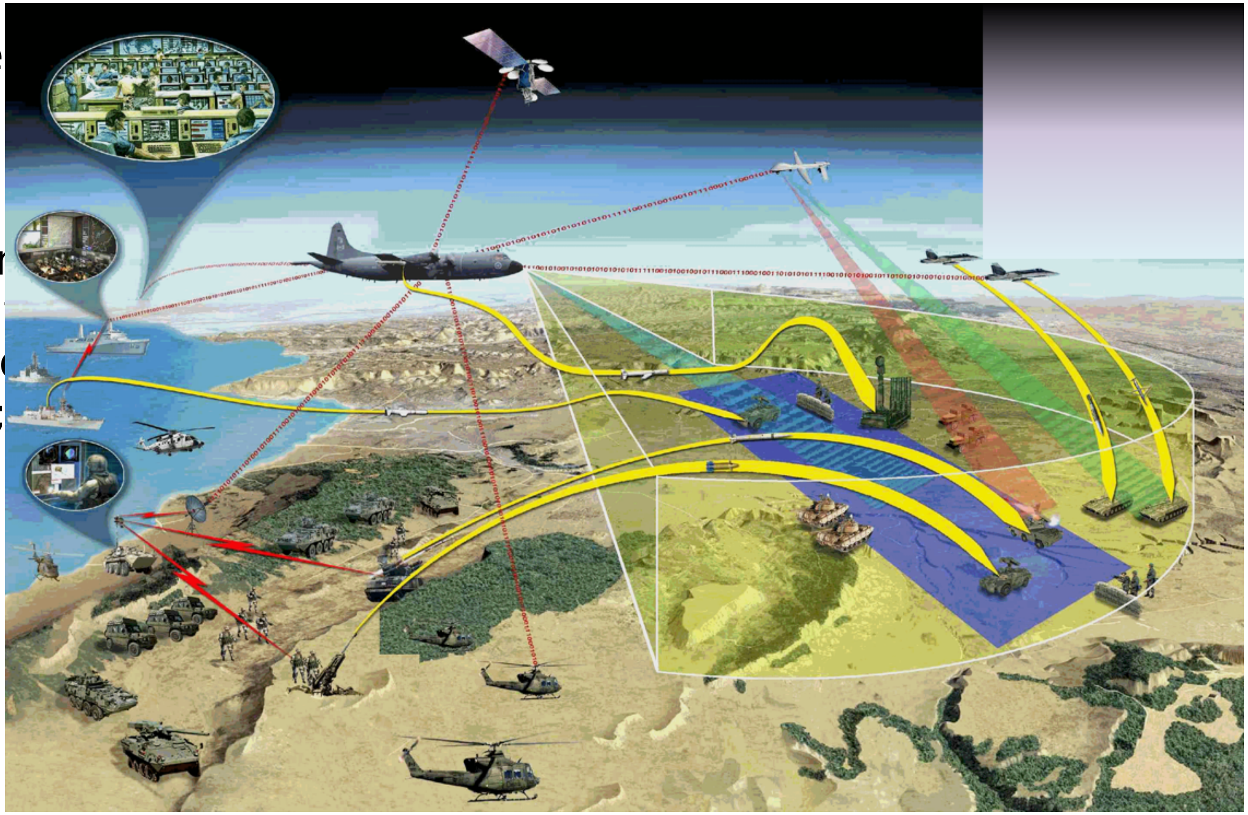
1. Organizing, equipping, and training Army forces for prompt and sustained combat incident to operations on land;

2. Integrating our capabilities with those of the other Armed Services;

3. Accomplishing all missions assigned by the President, Secretary of Defense, and combatant commanders;

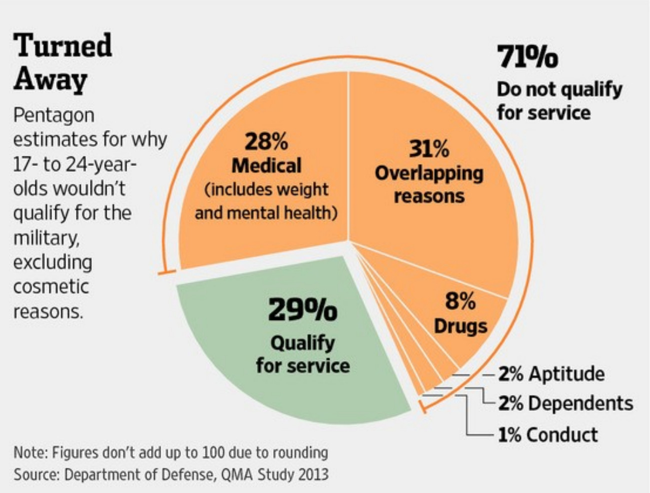
4. Remaining ready while preparing for the future.

ADP 1, The Army 17 SEP 2012



The Challenge

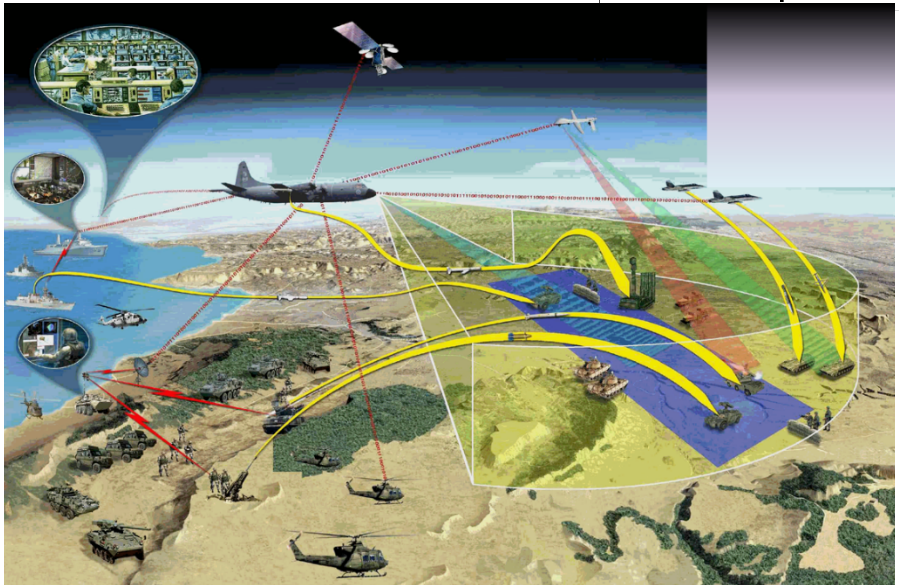
Receive civilians with limited skills and



<u>Educate and train</u> them to perform in one of 213 jobs in 10 different categories:

- Combat (24 jobs)
- Intelligence & Combat Support (35 jobs)
- Administrative Support (11 jobs)
- Arts & Media (7 jobs)
- Computers & Technology (21 jobs)
- Construction & Engineering (21 jobs)
- Legal & Law Enforcement (7 jobs)
- Mechanics (28 jobs)
- Medical & Emergency (24 jobs)
- Transportation & Aviation (35 jobs)

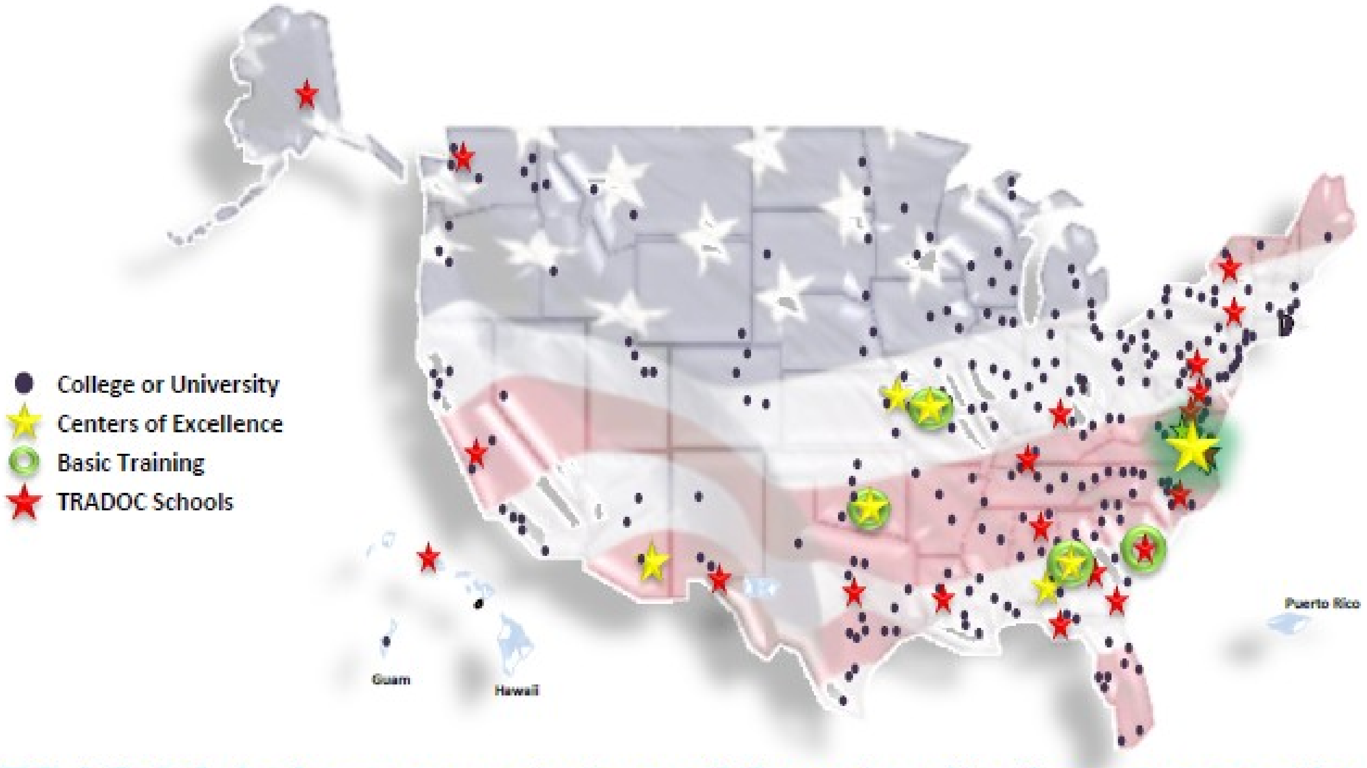
Over 60% of the jobs are **<u>not</u>** combat jobs



To provide Soldiers capable of fighting and winning our nation's wars

Where is TRADOC...

Every major Army installation CONUS and



TRADOC is in every state and four territories across the Nation

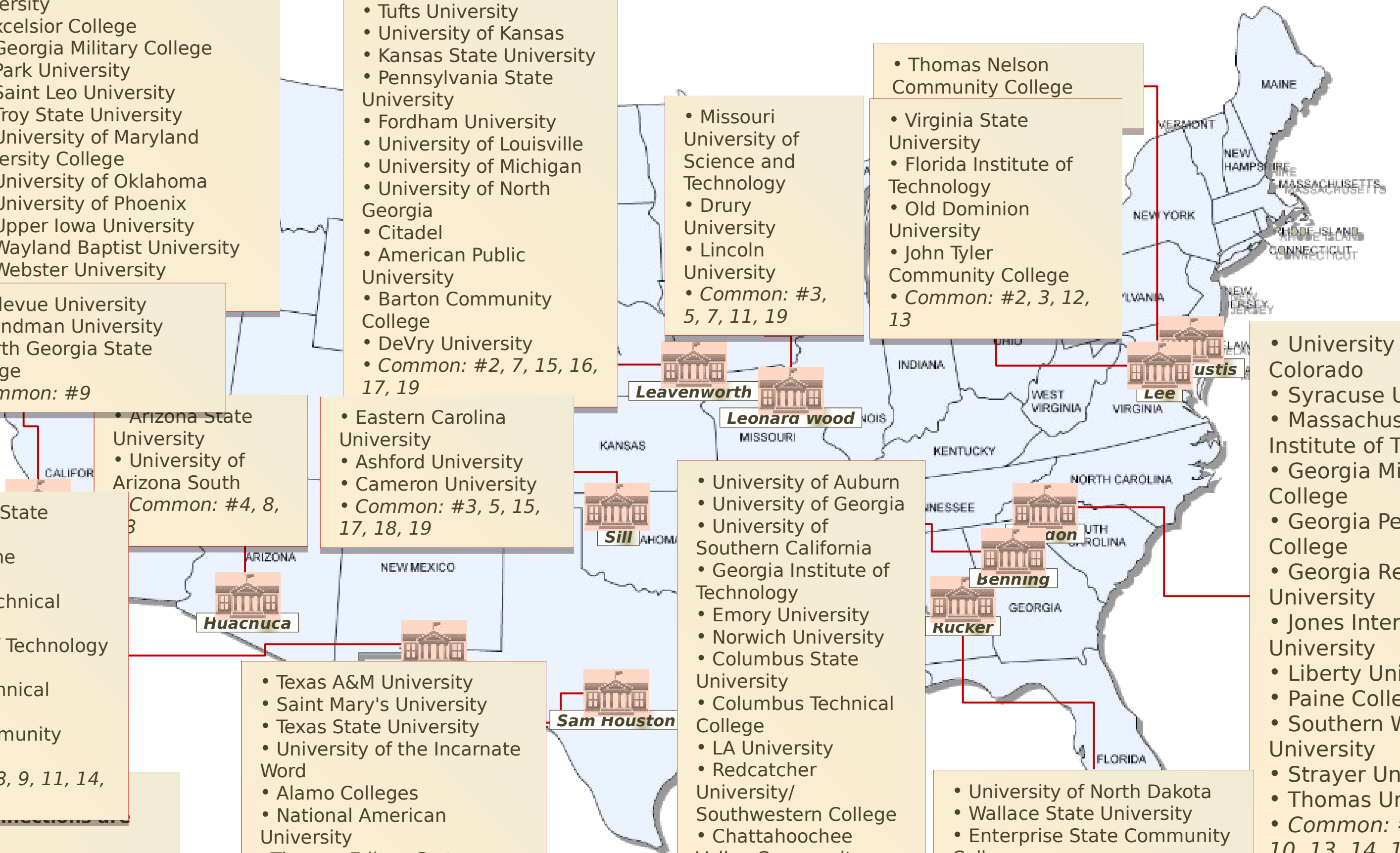
- 1200+ Recruiting Centers
- 270 ROTC Colleges
- 37 Permanent Army Schools
- 80,000 New Hires Each Year
- 500,000-Student Population
- 1,100,000 Customers

TRADOC CoE Partnerships with Civilian Academic Institutions[1]

TRADOC Centers of Excellence partner with 94 Civilian Academic Institutions nationwide

Common Institutions[2]:

1. American Military University
2. Central Michigan University
3. Central Texas College
4. Cochise College
5. Columbia College
6. Columbia Southern University
7. Cranfield Kings College (UK)
8. Embry Riddle Aeronautical University
9. Excelsior College
10. Georgia Military College
11. Park University
12. Saint Leo University
13. Troy State University
14. University of Maryland University College
15. University of Oklahoma
16. University of Phoenix
17. Upper Iowa University
18. Wayland Baptist University
19. Webster University



- Bellevue University
- Brandman University
- North Georgia State College
- *Common: #9*

- Arizona State University
- University of Arizona South
- *Common: #4, 8, 13*

- New Mexico State University
- Howard Payne University
- Universal Technical Institute
- University of Technology El Paso
- Western Technical College
- El Paso Community College
- *Common: #8, 9, 11, 14, 19*

* NEW: UC-Berkeley
- Stanford University
- Duke University
- Tufts University
- University of Kansas
- Kansas State University
- Pennsylvania State University
- Fordham University
- University of Louisville
- University of Michigan
- University of North Georgia
- Citadel
- American Public University
- Barton Community College
- DeVry University
- *Common: #2, 7, 15, 16, 17, 19*

- Eastern Carolina University
- Ashford University
- Cameron University
- *Common: #3, 5, 15, 17, 18, 19*

- Texas A&M University
- Saint Mary's University
- Texas State University
- University of the Incarnate Word
- Alamo Colleges
- National American University
- Thomas Edison State College
- *Common: #1, 6, 9, 14, 16, 18, 19*

- Missouri University of Science and Technology
- Drury University
- Lincoln University
- *Common: #3, 5, 7, 11, 19*

- University of Auburn
- University of Georgia
- University of Southern California
- Georgia Institute of Technology
- Emory University
- Norwich University
- Columbus State University
- Columbus Technical College
- LA University
- Redcatcher University/ Southwestern College
- Chattahoochee Valley Community College
- *Common: #3, 10, 13, 14*

- Thomas Nelson Community College

- Virginia State University
- Florida Institute of Technology
- Old Dominion University
- John Tyler Community College
- *Common: #2, 3, 12, 13*

- University of North Dakota
- Wallace State University
- Enterprise State Community College
- George C Wallace State Community College
- *Common: #3, 4, 8, 13, 20*

- University of Colorado
- Syracuse University
- Massachusetts Institute of Technology
- Georgia Military College
- Georgia Perimeter College
- Georgia Regents University
- Jones International University
- Liberty University
- Paine College
- Southern Wesleyan University
- Strayer University
- Thomas University
- *Common: #1, 6, 9, 10, 13, 14, 16, 19*

depicted

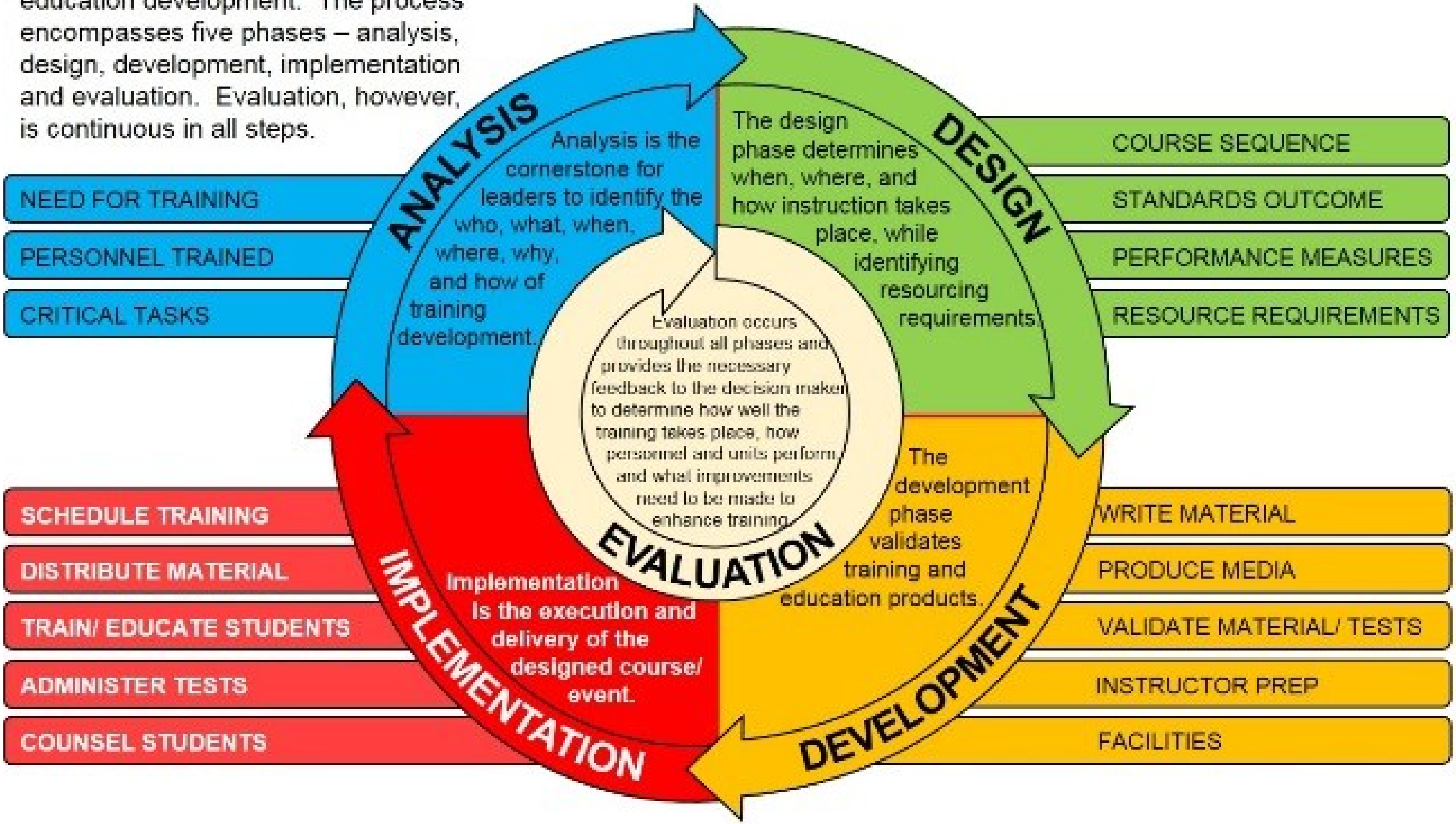
[2] Used by two or more installations

The Army Learning Enterprise Process

ADDIE Process Overview

WHAT IS ADDIE?

ADDIE is the Army's instructional systems design (ISD) for training and education development. The process encompasses five phases – analysis, design, development, implementation and evaluation. Evaluation, however, is continuous in all steps.



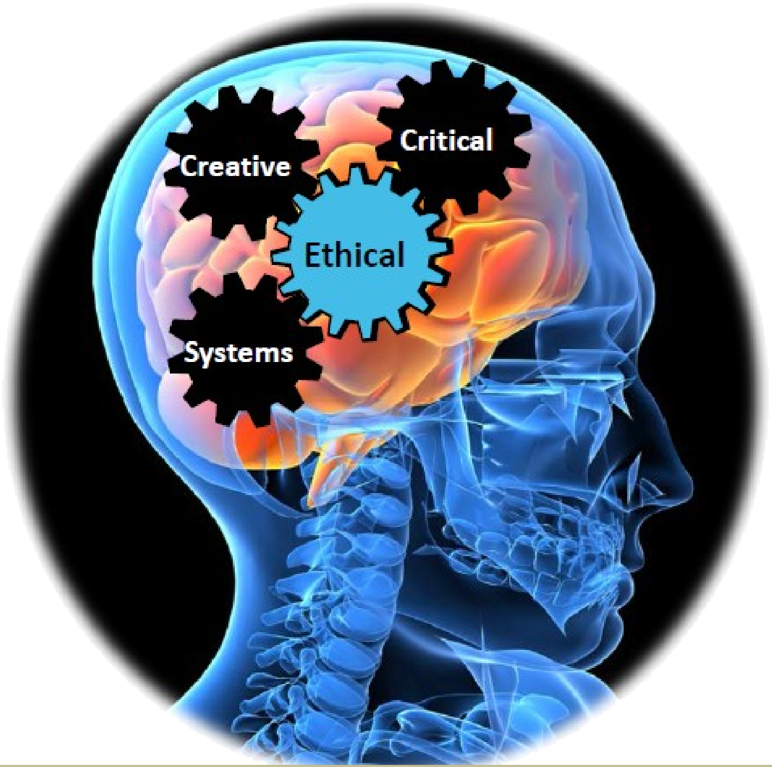
The Army Learning Enterprise Standardization

Why We Standardize
(AR 350-1 Para 1-18)

- **"The objectives of training standardization are as follows:**
  - Standardize procedures used by Soldiers and units to operate, maintain, and fight with major weapons and equipment systems.
  - Identify tasks that should be performed in the same manner and to the same standard throughout the Army
  - Reduce the effects of personnel turbulence.
  - Ensure that modular organizations can operate effectively within any assigned formation.
  - Ensure the technical and tactical body of knowledge continues to inform decision making

- **While ensuring tasks are performed to Army standards, commanders encourage trainers to exercise initiative and to create realistic and**

Questions?



"The nation that will insist on drawing a broad line of demarcation between the fighting man and the thinking man is liable to find its fighting done by fools and its thinking done by cowards."

— Lieutenant General Sir William F. Butler, 1907